



9:00am OMEC (circle if present):

Stephanie Naff (Chair), ~~Sam Foster (Vice-Chair)~~, Allison Mullins (Secretary), Terry Johnson (Finance Chair), Amanda Leddy (Program Chair), ~~Charles Huffman (Property Chair)~~, Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

- I. Welcome. Devotion. – Stephanie Naff.
- II. Minutes from the August 21 OMEC meeting (included in this document). – Stephanie Naff.
- III. Recommended candidate for Program Coordinator. – Barry LeNoir
 - A. Discussion.
 - B. Meet Kathleen Nettnin at 9:30. (See her information document.)

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10:00am OMC (circle if present):

Stephanie Naff (Chair), ~~Sam Foster (Vice-Chair)~~, Allison Mullins (Secretary), Terry Johnson (Finance Chair), Amanda Leddy (Program Chair), ~~Charles Huffman (Property Chair)~~, Kimberly Brown, Randall Eakin, Laura Harrington, Junior King, Stephanie DeHart Robinson, Peggy Sink, ~~Scott Yingling~~, Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

- I. Welcome. Devotion. – Stephanie Naff.
- II. Approval of the Agenda. – Stephanie Naff.
- III. Minutes from the August 21 OMC meeting (included in this document). – Stephanie Naff.
- IV. Corrections to the “OMC Contacts”, especially OMC terms. – Barry LeNoir

V. ORDER OF THE DAY, 10:15am: Meet Kathleen Nettnin, the recommended candidate for Program Coordinator

VI. Reports and Information:

A. Finances – Sam Foster & Barry LeNoir.

1. Camp Bethel Income/Expense data through 12/31/2021. *See attached EXCEL spreadsheet.*
2. 2021 net positive thanks to donations, PPP, and reduced expenses, nearly doubling our reserves to begin 2022.
3. Fundraising in 2021:
 - a. 2021 Sounds of the Mountains Storytelling Festival (SoundsoftheMountains.org) was once again online (due to COVID), and featured 6 performers and 44 story videos that garnered 6,405+ views. 81 families and 18 sponsors donated \$35,885.30 to Camp Bethel, (net \$18,644.32).
 - b. 2021, 5th annual “Camp Bethel PEP!” 5K had 104 participants ages 1-80, 10 volunteers, and 5 sponsors (including Oak Grove Church of the Brethren as a title sponsor), raising (net) \$24,068 for Camp Bethel!
 - c. 2021 Benefit Golf Tournament had 111 golfers and 32 sponsors and donors raising \$15,027.82 (net \$11,938.32).
 - d. Many congregations held individual fund-raisers, meals, or food/craft sales in honor of Camp Bethel’s Heritage Day, and Cedar Bluff CoB made their (our) famous Apple Butter. 2021 Heritage Day funds raised = \$35,032.34 (net) for Camp Bethel!

B. Programming – Barry LeNoir.

1. Winter Camp (February 5-6) was a successful and fun weekend with 60 campers (80+ registered) and 20 staff.
2. 2022 Summer Camps:
 - a. Theme is “What’s in a Name?” (see enclosed curriculum outline and schedule).
 - b. Planning similar COVID health protocols as in 2021, but hopefully increasing to about 750 campers. Will once again need a large supply of masks, Clorox wipes, box-fan-air-filters, and patience.
 - c. 119 campers registered as of Feb 11 (49 pre-reg from 2021, and 70 “new”), compared to 88 on Feb 12, 2021.
3. Summer Staff:
 - a. We have hired all our “Coordinator” team roles, and we are excited for our excellent team. We now seek MANY Senior Counselors (age 18+) and only the best Junior Counselors (16+).
 - b. We are happy and excited to restart our Counselor-in-Training (CIT) program in 2022 for ages 15+.
 - c. 2021 “Summer Staff Adoption” program was a HUGE success, and we will continue in 2022 with hopes to raise funds to give each of our 40+ summer staff (counselors and coordinators) a \$300+ end-of-summer bonus for completing their contract! Our ability to declare this is an extremely valuable recruitment tool.
4. 2022 Sounds of the Mountains festival WILL be in-person, even if small attendance, and we will video record the performances to use 1-2 weeks later for an (free with donations) online program similar to 2020 and 2021.

- C. Property – Barry LeNoir.
- 2022 projects: Ark Pond/Dam repair (Mickey contacting Reed Construction from Floyd); Gym roof repair (leaks in corners); completion (before May) of final Adventure Village platform hut; Bandage Box Cottage gutters and downspouts; Ark downspouts/drainage; Ark floor & entrance.
 - Over \$50,000 was donated for repair of the Ark Dining Hall floor, with leftover going to potential Ark entranceway improvements (as discussed in the Master Site Plan and “Seed, Scattered and Sown” campaign goals).
 - Seeking bids for RV Village Construction (\$216,816.47 in “Seed” escrow for this purpose). Barry awaits responses from Bowman Excavating, Dudley Excavating, Hubbard Excavating, Joe Bandy & Son, Randy Hostetter Excavating, Southwest Excavating, Site Pro, and Moore Excavation & Construction Company. Received a “No” from Copland Excavation & Construction.
 - We continue replacing beds & mattresses in Daleville Cabin and the A-Frames, with some funds from the Byrd family.
- D. Personnel – Barry LeNoir.
- THANK YOU to OMC folks who helped with our February 4 “Thank You” reception for Jenna and Wes and to welcome Daniel.
 - Daniel Naff has completed his 90 day “probationary” period. He is a hard worker learning more and more each day, and he is doing an excellent job. He has mastered the *flavor* (not shape) of the famous Camp Bethel Yeast Rolls.
 - Recommended candidate for Program Coordinator, (see ORDER OF THE DAY).
 - For your consideration:* Since our group medical insurance is NOT required, can we begin to offer a salary that includes the insurance and a salary that excludes the insurance? Seems only fair to pass along a portion of what Camp Bethel does not spend if the employee does not use our group insurance, (for example, on their spouse’s insurance plan, or purchasing insurance through the ACA). I suggest \$4000. (See *Expense data in salaries & benefits for comparisons.*) I also believe this will help with full-time staff recruitment and retention, which has been emphasized recently by OMC.
 - I commend our EXCELLENT staff: Daniel and Mickey, our part-time staff George, Melissa, Christian, and Spencer!*
 - Spencer Knox is applying for AmeriCorps, and he will depart camp in April or May. Thank you Spencer!
- E. Other updates from Barry.
- Camp Kesem VCU returns to Camp Bethel August 1-5, 2022 (\$20,169 in 2019). Salem High School Band Camp returns to Camp Bethel, August 7-13, 2022, (\$32,490 in 2019).
 - The VBR Team TWENTY24 Junior Camps will be at Camp Bethel in March and April. We’re also host to (pro) Kerry Werner’s Virginia Blue Ridge Adventure event April 23-24. More mountain biking connections on the horizon.
 - See the enclosed “Upcoming Events & Guest Groups at Camp Bethel” report for a glimpse into our zoo.

VII. Old OMC Business (left over from 2019, 2020, 2021...)

- Connecting camp’s bank account to Square: At their December 7 meeting, neither David Shumate or the Commission on Stewardship had any hesitancy in allowing that to happen. So, I will proceed to research and learn more about what Square can do for us prior to linking our bank account. AND I will be sure we have the services we need from Square before I disconnect from PayPal, if at all.
- With OMC approval, we provided year-end Christmas bonuses for our hard-working staff here at Camp Bethel. \$200 for our 4 full-time staff and 4 regular part-time staff, and \$50 for 5 select other hourly staff. *Thank you OMC!*
- Barry has not yet created a revised Master Site Plan document. For now, with the “SEED” money being distributed, we will begin with the RV Village and its accompanying expanded septic field.
- Future staffing for efficiency, and the idea of an Office Manager/Guest Services Coordinator.
- Revision of Virlina District Personnel Policies. This is still not finalized by the Virlina District Board.
- OMC to continue considering other ways to improve camp staff morale and retention.
- Other old business:*

VIII. New OMC Business.

- Recommended candidate for Program Coordinator, (see ORDER OF THE DAY).
- Other new business:*

IX. Prayer and dismissal.

Outdoor Ministries Committee 2022 Meeting Dates:

February 19, 2022 (Sat) 8:30am Virlina District Board & OMC Day Retreat at Camp Bethel.
 April 2, 2022 (Sat) 10:30am OMEC & 11:30am OMC meeting at Camp Bethel (Spring Workday) – Junior has devotions.
 June 21, 2022 (Tue) 5:30pm: OMC Dinner w/ campers & meeting at Camp Bethel – Charles has devotions.
 August 27, 2022 (Sat) 9:00am OMEC & 10:00 OMC meeting at Camp Bethel (2023 Budget) – Randall has devotions.
 November 11-12, 2022: Virlina District Conference, Grandin Court Baptist.

UPCOMING EVENTS:

March 5, 2022 (Sat), 10:00-11:30: Camp Supporters Zoom Huddle, RSVP.
April 2, 2022 (Sat), 7:30am Spring Volunteer, RSVP free meals.
April 8-9, 2022: Sounds of the Mountains Story Festival at Camp Bethel.
May 27-30, 2022: Memorial Day Family Weekend, RSVP meals.
May 28, 2022 (Sat), Family Day/Summer Camp Open House, 1:00-4:00pm.
May 30-June 10, 2022: Summer Staff Training.
June 4, 2022 (Sat), Parent-Child Day & Overnight Camp.
June 10, 2022 (Fri) 5:30pm: Summer Staff Commissioning Dinner.

June 12–July 29, 2022: Summer Camps & Family Adventures.
September 2-5, 2022: Labor Day Family Weekend, RSVP meals.
September 3, 2022 (Sat), Camp Bethel PEP! 5K.
September 21, 2022 (Wed), 28th Benefit Golf Tournament.
October 1, 2022 (Sat), 38th annual Heritage Day Festival.
November 5, 2022 (Sat), 7:30am Fall Volunteer Workday, RSVP free meals.
December 8, 2022 (Thu), Christmas TOGETHER Banquet.
January 7-8, 2023 (Sat-Sun), Winter Camp Youth & Kids' Retreat.

Minutes of the Outdoor Ministries Committee, August 21, 2021

The OMC met on Saturday, August 21, 2021 at Camp Bethel with the following members present: Naomi Powers (Zoom), Sam Foster, Laura Harrington, Trish Haskins (Zoom), Charles Huffman (Zoom), Terry Johnson, Jr King (Zoom), Amanda Leddy, Stephanie Naff, Kathie Robinson, Randall Eakin, Ron Rucker, Scott Yingling (Zoom) and Barry LeNoir.

Barry shared that there were NO incidences of COVID this summer. A few scares, but they all turned out positively (*no pun intended*). Barry opened with prayer.

Minutes were reviewed.

2022 Budget Proposal from Barry: As of July 31, we have a net of \$34, 689.76. Compared to other July end points, this is the best since 2006. One big reason for this is due to the PPP2 (\$46,670 in 2021 and \$60,060 in 2020 [PPP1]). July figures represent summer staff and kitchen staff salaries. 5K and Golf tournaments are on the horizon, as are outstanding Good-As-Gold certificates.

Programming update: 2021 summer camps were a big success. Safe, fun and spirit filled. Registered 630 campers (39 pre-registered from 2020 but did not come, 37 registered and canceled) for a total of 554 attended in-person. No traveling day camps, no family fun nights, no parent/child overnight camps. That ended up being 92% of reduced capacity guidelines set in early spring/summer. We had 4 summer staffers who were unvaccinated (1 adult and 3 minors.) Weekly testing was implemented (a big thank you to Dr. Randy Falls at the health department.) Summer staff adoption program was a huge success. We were able to offer a \$325 end of summer bonus for completing their contract. SOTM update: net thus far \$21, 820.52.

Property update: Bandage box is completed. Adventure Village – almost complete. New beds and mattresses for some cabins. Heritage Day in-person, on-site Saturday, October 2. Sam asked about current restrictions for renters. Barry said unvaccinated persons must wear masks indoors except when eating or showering. Anyone with known exposure or those with COVID within the last 14 days should not be on-site. Right now those are not mandated by anyone – it is just our policy.

Personnel update: Wes will conclude his service on August 31. He has planned for the next few months. Barry to email Naomi job descriptions for review. No update on property line situation.

NEW BUSINESS:

2022 budget: The salary increase reflects a 2% increase as passed by the Annual Conference. Mickey has opted out of our insurance. The Guest Services Coordinator has been zeroed out due to switching to a different staffing model based on the staff we have now. We want to continue the idea of a Summer Program Coordinator that works with us year-round yet seasonal. This creates some potential for upward mobility. Minimum wage increases on January 1, 2022 to \$11.00. It increases again in 2023 to \$12.00. That is reflected in increases in wages. Budgeting for a net of \$27,568.00. In looking at hiring a Food Services Coordinator, the offering salary was not comparable to what they could get elsewhere. Barry will supply comparable data to enforce this. The OMEC recommends we accept the budget with a **5% increase per year for three years for all full-time staff** (including Barry) with a market survey to solidify data. Unanimous vote from OMC. Barry will send out a budget with adjusted numbers on Monday.

FOOD SERVICES COORDINATOR CANDIDATE: Daniel Naff of the Cloverdale COB. He was one of three applicants and the only one of those three that Barry would recommend. His start date would be October 19. For all new hires, there is a three-month

probationary period. It does count towards total time worked. No vacation time can be taken during this time. Barry is the point person during this time. Ron asks what will happen during the transition period? Barry says he does have a few summer staffers to help out in the interim. They are learning 2 breakfasts, 2 lunches and 2 suppers. Randall shared a personal recommendation for Daniel.

OMEC recommends to hire Daniel Naff with a unanimous vote.

Barry offered a big thank you to Naomi Powers for her service on OMC.

Ron Rucker mentioned the need for people to help parking on Heritage Day. There will be 2 hour shifts available.

Naomi closed the meeting in prayer.

Minutes of the Outdoor Ministries Executive Committee, August 21, 2021

The OMEC met on Saturday, August 21, 2021 with the following members present: Naomi Powers (Zoom), Sam Foster, Stephanie Naff, Amanda Leddy, Charles Huffman (Zoom), Kathie Robinson and Barry LeNoir.

Barry opened the meeting with prayer.

Barry reported that finances are in a good position. Highlights include a net of \$34, 689.76. Our July finals are the best since 2006. In part due to PPP2 and a strong year of gift giving. The July finals do include payment of all summer and kitchen staff. A big thank you to David Shumate, Kathie Robinson and those who worked on the PPP paperwork. Guest groups are picking up throughout the end of the year. Sam noted that we have taken out the Guest Services Coordinator position. Barry talked about revamping the staff model and basing it on who we have.

For the last several years, the budget numbers have been the same. Proposed income for 2022 is \$784, 350.00. Insurance costs for staff are still a bit of a question mark. Total proposed expenses \$756, 782.00. Barry does have an additional column H as a visionary care option to the budget. He noted that there is a great exodus in Virginia and beyond of long-time camp staff, partly due to COVID, partly due to the national discussion of equity in wages. When he started advertising for food services coordinator in May, he received three applications. He stated within the industry, our salary is not comparable at all, especially when you factor in the work involved and the total budget of camp. Barry also said that in comparison with other similar camps, our salary offering is much lower. Naomi asked about comparable camp salaries, and Barry noted that they would be between \$40,000-\$50,000. Sam asked if we always provided the same salaries, not considering experience and time. Naomi suggests that before we make a big jump like that that we do a market survey so we can point to data behind what we are trying to do. She feels like If we present to Executive district committee that we need have some actual numbers to point to. Sam noted that due to the uncertainties of the coming year, we could take it and make it a two-year project (7.5 % this year and 7.5 % next year.) Stephanie suggested adding an increase for Barry also and questioned starting a new Food Service Coordinator at a lower amount than the continuing staff persons. Sam then tossed out a three-year bump (5 % each year, including Barry.)

Naomi moves that we accept budget with a 5% increase per year for three years for all full-time staff (including Barry) with a market survey to solidify data. Sam Foster seconded. All voting members approved unanimously.

Daniel Naff is a possibility for Food Services Coordinator. He has been working for AmeriCorps following graduation. He enjoys cooking, is a former staff person, and wants the job. He can begin on October 19.

Three-month probationary period for all new hires. Barry would do a follow up with whomever.

Amanda Leddy moves to offer the position to Daniel Naff and Charles Huffman seconds. Another unanimous vote.